

BCEA BENEFIT SUMMARY SHEET

For Full-Time Employees Hired Prior To January 1, 2006

FRINGE BENEFITS AND WELLNESS

- **CAFETRIA PLAN**
\$515.19/month towards Medical Plan
plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Employer paid for employee only
Dependents may be added at additional cost
- **WELLNESS PROGRAM/
PROFESSIONAL DEVELOPMENT REIMBURSEMENT**
\$225.00/year (after 10 years of service)
- **PROFESSIONAL DEVELOPMENT PAY**
\$40.00/month
Provided to Professional/Supervisory subgroup employees only
- **LIFE INSURANCE**
\$35,000 policy paid by employer
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Covered accident/injury/loss up to \$32,000
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
70% after 14 day waiting period up to \$1,500/week
60% after 180 day waiting period up to \$8,000/month
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986

RETIREMENT BENEFITS

- **RETIREMENT - PERS**
2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership status; if there is a portion of Employee Contribution paid by the City, it will be reported as Special Compensation for retirement purposes only
- **\$457 DEFERRED COMPENSATION PLAN**
City matches \$457 deferred compensation employee contribution up to \$40.00/month
- **RETIREE MEDICAL TRUST**
\$50.00/pay period employee contribution
\$50.00/pay period City contribution

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2 weeks/year
5-14 years of service.....3 weeks/year
15+ years of service.....4 weeks/year
- **HOLIDAYS**
10.5 fixed*
16 hours floating*

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **PROFESSIONAL LEAVE**
Up to 60 hours/year
Hours and eligible employees defined in MOU
- **PERSONAL LEAVE** 8 hours/year*
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**
12 weeks unpaid leave in a 12 month period (must supplement with paid leave if available) if eligible

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
Varies with assignment
1.5 pairs safety shoes/year; safety glasses
- **BILINGUAL BONUS**
\$100.00/month
- **TUITION REIMBURSEMENT**
75% up to \$2,500/fiscal year per terms in MOU
- **WORK SCHEDULE**
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.

* Pro-rated based on date of hire

Revised 11/07/15